

Strategic Plan Update

Priority 2: Staff Satisfaction & Engagement

October 20, 2025



Priority 2: Staff Satisfaction & Engagement

- 2.1 Increase recruitment efforts and ensure retention of staff
- 2.2 Build capacity of all staff through meaningful and relevant professional development
- 2.3 Improve staff Safety and Well-Being



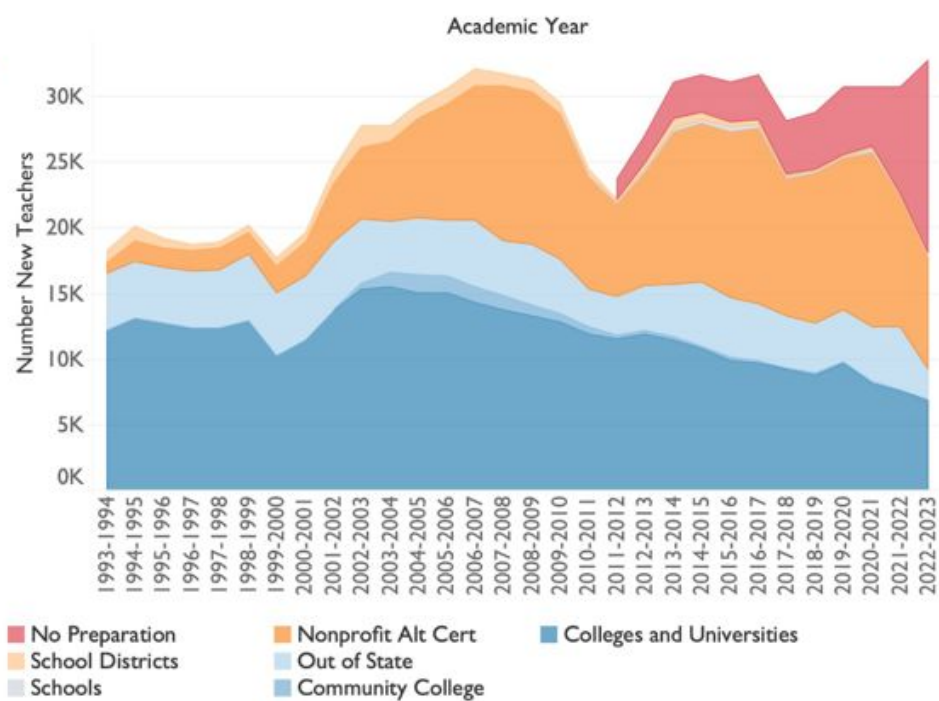
2.1 Increase Recruitment Efforts and Ensure Retention of Staff



Statewide Teacher Preparation Trends

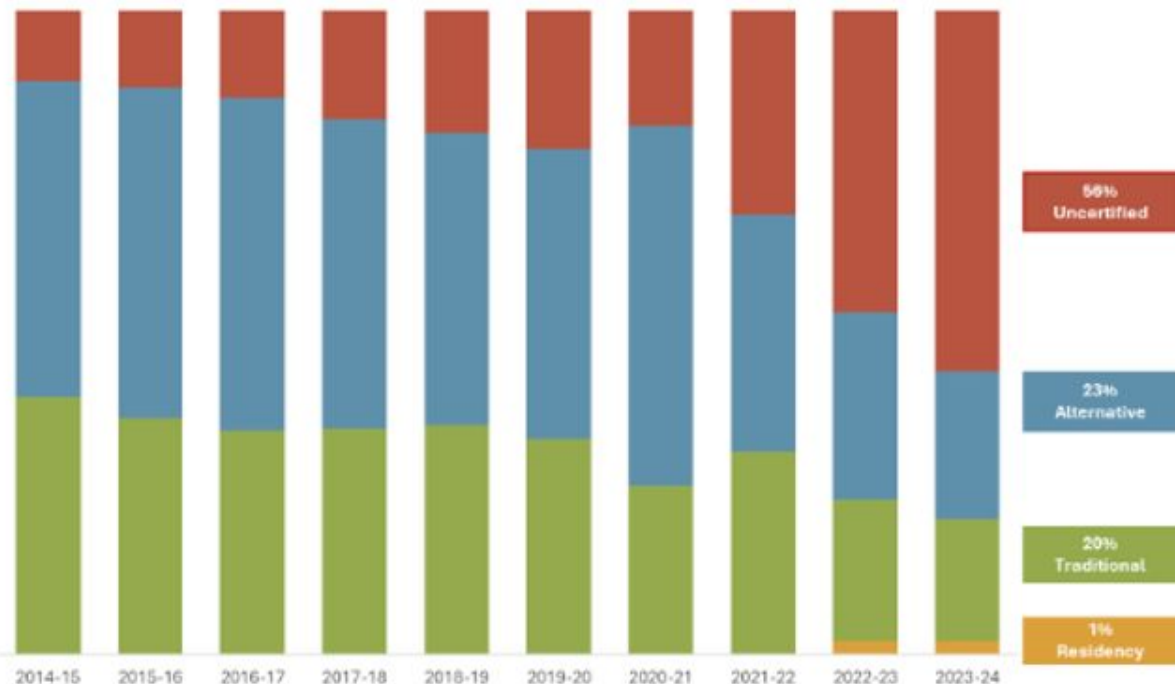


The
teacher
landscape



The majority of teacher candidates begin their careers with little to no substantial classroom training beforehand. Texas is not producing enough qualified teachers to meet up with demand.

Percent of New Teachers Hired who are New to Teaching (is, out of state & re-hires excluded)



- **Over half of new teachers are uncertified**
- Uncertified teachers made up **over 80% of new hires in 40 counties**, most of which are **rural**
- 72% of uncertified teachers have **no prior experience** working in Texas public schools
- Student achievement results statewide have stagnated with only **53%** on grade level for **reading**, and **41%** on grade level for **math**

The Texas Teacher Workforce at a Glance



5.5M

Public School
Students



1200+

School
Systems



384K+

Teachers



110+

Educator Prep
Program



17-20K+

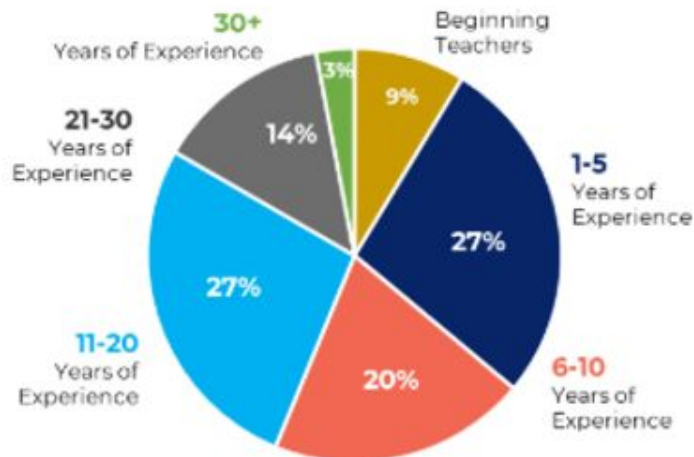
New Teachers
Certified
Each Year



480K

Students Served
by First-Year
Teachers

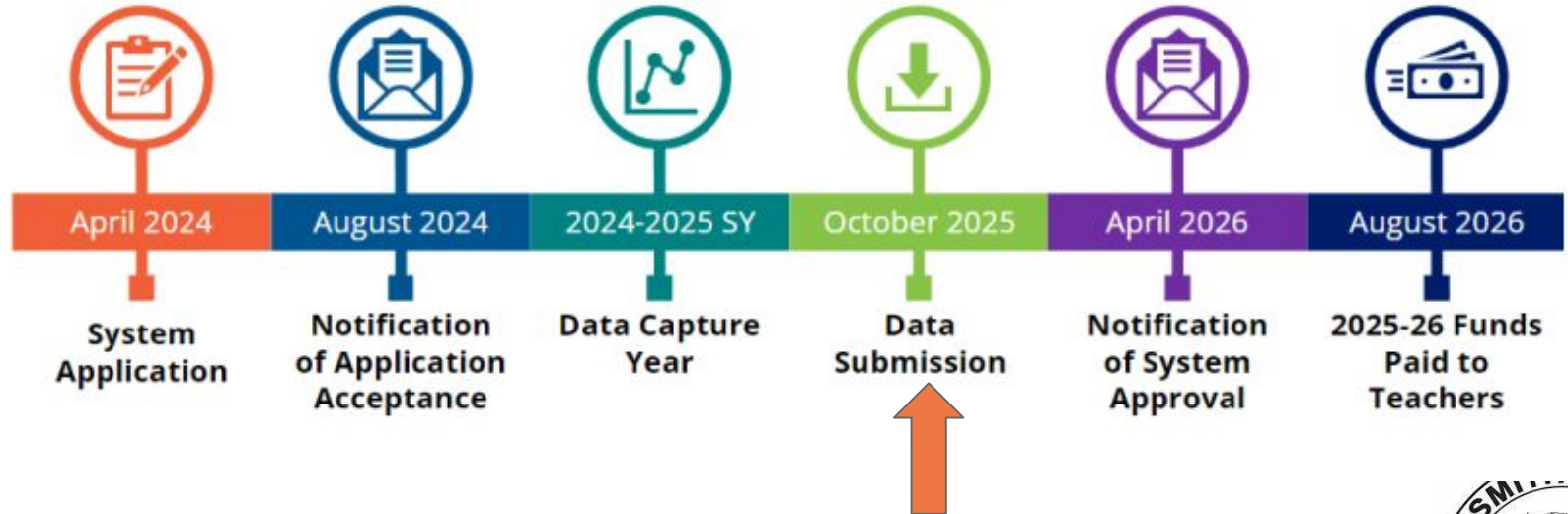
Teacher Workforce by Years of Experience



36% percent of Texas teachers have 5 or less years of experience. These novice teacher traditionally achieve less academic growth for students than their more experienced peers

Teacher Incentive Allotment

Initial Designation Timeline (Cohort G: 2023-24 Application):



Teacher Incentive Allotment

- Support T-TESS calibration for administrators
- Ensure effective TIA implementation
- Teachers receive local designation for teacher observation & student growth performance over the course of one school year



Coaching Schedule for TIA

Date Range for Coaching	T-Tess Dimension
August 18-Sept 5	2.1, 2.2, 3.1
September 8-19	2.2, 2.3,3.2, 3.3
September 22-Oct 3	2.3, 2.4,2.5, 3.3
1st TIA Walk Through & Unannounced Observation Begins <u>October 6</u> on all Dimensions in Domains 2 & 3 for Walk and Domains 1-3 on Observation (only D2 & D3 count for TIA)	

Attracting Highly Qualified Staff

- Increase highly qualified teachers from 88% to 98% by 2028 (2% allowance for Teacher in Training Program)
- Target Milestones: 2024 Baseline: 88% | 2025: 91% | 2026: 94% | 2027: 96% | 2028: 98%



Highly Qualified Teachers Progress

Goal: Increase from 88% to 98% by 2028 (2% allowance for Teacher in Training Program)





2025-2026 Smithville ISD

STAFF RAISES

BOARD-APPROVED AS OF JULY 7TH

**Teachers
5+ Years Experience**

\$8,000

**Teachers
3-4 Years Experience**

\$4,000

**Teachers
1-2 Years Experience**

\$2,500-\$2,825

**Starting Teacher
Salary**

\$50,000

Hourly Employees
Paraprofessional, Clerical, and
Trades

5% increase

**All Other
Employees**

3% increase

* \$5100 in annual healthcare contributions

* Free PreK for ALL employee children

Competitive Benefits

- Increased starting teacher salary to \$50,000
- Medical benefit contribution \$425/month
- 403b & 457 plan options
- \$!0,000 life insurance policy
- Minimum of 10 days leave/yr
- 2 bereavement days as needed

2.2 Build capacity of all staff through meaningful and relevant professional development



HB 2: Teacher Preparation & Certification



Phase-Out of Uncertified Teachers – Foundation Curriculum

2026-27 School Year

1. Approved plan required to hire uncertified teachers in foundation curriculum (***application available in October 2025***)
2. DOIs must have certified teachers in K5 Reading and Math

2028-29 School Year

To hire uncertified teachers in foundation curriculum:

1. Approved phase-out plan
2. Commissioner waiver
3. School district teaching permit



2025-26 School Year

Parental Notification for Uncertified Teachers Required

2027-28 School Year

To hire uncertified teachers in foundation curriculum:

1. Approved phase-out plan
2. Commissioner waiver
3. School district teaching permit

2029-2030 School Year

To hire uncertified teachers in foundation curriculum:

1. Commissioner waiver
2. School district teaching permit

PREP Allotment – Grow Your Own Provisions

GYO	
Approval	Approved with either Preservice Alt Cert, Traditional, or Residency Program
Partnership	Partner with CC/IHE as well as EPP approved for either Pre-Service ACP, Traditional, or Residency Route (could be same partner or different)
Structure	Provide Education and Training CTE pathway for high school students and district employees, serving in an instructional capacity, with the opportunity for release time to complete coursework and on-the-job training paired with effective mentor teacher
PREP Start-Up Supports	Strategic staffing supports for LEA
Number per LEA funded	40
Total Allotment Cost Range	\$8-12K allotment per district employee (paraprofessional, instructional aide, etc.) Funds can support employee tuition and fees, high school education and training implementation, administrative costs, strategic staffing TA, training costs, and other staff stipends
Min for Participant Pay	No set minimum
LEA Discretionary (Can be used for participant tuition, staff, high school E&T courses, etc.)	\$8k +0-4k for High-Needs/Rural *50% upfront, 50% upon successful completion of at least an associates degree and enrollment in teacher preparation pathway

State Required Annual Trainings

- Bloodborne Pathogens
- Harassment
- AES/CPR
- Stop the Bleed
- FERPA
- EpiPen/ Food Allergy
- Suicide Prevention
- Child Abuse and Maltreatment
- Ethics
- Gifted & Talented 6 hour update
- Child Find
- Safety Training
- Sex Abuse, Sex Trafficking, Maltreatment
- Seizure Recognition
- Mental Health Promotion, Substance Abuse Prevention, and Suicide Prevention
- Cyber Security Training
- Traumatic Injury Response
- Trauma Informed Care
- Mental Health First Aid
- Title IX
- Science of Teaching Reading

25-26 District Staff Development

- Strategically planned professional development sessions occur in the beginning of the year during inservice week
- Throughout the year, each campus participates in professional development that is designed to target district and campus needs.
- [25-26 Professional Development Calendar](#)



New Teacher Support and Mentoring

New Teacher Support & Retention Initiative

In 2025–26, 100% of new SISD teachers (0–3 years) and those new to the district will participate in:

- **New Teacher Academy**
- **Mentor Program**

Goal: Support professional growth and well-being to strengthen recruitment and reach a **94% teacher retention rate**.



Coaching Matters

Instruction Related Tasks of Principals

Effect Size

Classroom walkthroughs

-0.154

Formally evaluating teachers

0.245

Preparing or delivering teacher PD (whole group)

-0.040

Developing the educational program (reviewing lesson plans, reviewing curriculum implementation with teachers, etc.)

0.349

“Other” instructional tasks (analyzing data, designing intervention programs, scheduling tutoring sessions, etc.)

-0.064

Coaching teachers to improve their instruction

1.057

2.3 Improve Staff Safety & Well-Being



Employee Assistance Program

An Employee Assistance Program (EAP) helps you and family members cope with a variety of personal or work-related issues. Get confidential counseling and support services from licensed professionals at little or no cost to help with:

- Relationships
- Work/life balance
- Stress and anxiety
- Grief and loss
- Child and elder care resources
- Substance abuse
- Addiction
- And more

Get up to six in-person sessions at no cost per year! Visit the benefit website and select your school district for full details.

Get 24/7 Support



Visit **www.guidanceresources.com**
(Web ID: CHUBB).



Call **844-266-0712**.



Watch and learn more!

Raptor

Raptor Silent Panic Alert Technology

Allows all SISD employees to individually call for a Lockdown, report emergencies, etc.



C.O.A.T. On Campus

Our Central Office Administrative Team will be visiting campuses to hold in-person office hours, giving staff a convenient opportunity to share ideas, express concerns, ask questions, or simply connect.

Date	Campus
October 17	SHS
October 20	SJHS
October 21	Red Brick
October 22	BP
November 14	SES



Measuring Goal 2.3

Survey	Timeline
Safety Wellness Student Survey (Parent Opt In Required)	October
Staff Engagement Survey	Fall & Spring



Superintendent Advisory Council

Comprised of 14 Members, half of which are teachers:

- 3 from SHS
- 3 from SJHS
- 3.5 from SES
- 1.5 from BP
- 3 from Admin/Transportation/Child Nutrition

The council will meet with the Superintendent 4 times throughout the year to discuss timely topics and provide feedback on important issues impacting SISD.



Questions & Comments

